# Department of the Navy
## Competitive Service Direct and Expedited Hiring Authority Matrix

OCHR Portal HR Policy Link: https://portal.secnav.navy.mil/orgs/MRA/DONHR/OCHRHQ/Pages/Policy-Documents.aspx

## Expedited Hiring Authorities

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</table>
| 1  | EHA for Certain Defense Acquisition Workforce Positions | Indefinite | • 10 U.S.C. 1705(g)-(h)  
• P.L. 110-181, SEC. 852(a)(1); P.L. 110-417, SEC. 833; P.L. 111-84, SEC. 831,  
832 (a)-(g); P.L. 112-81, SEC. 804(a); P.L. 112-239, SEC. 803; SEC. 841(g)(3)(A);  
P.L. 114-92  
• USD (AT&L) and USD (P&R) memorandum and procedures, "Extension of Expedited Hiring Authority for Select Defense Acquisition Workforce Positions-Removal of Sunset Date." dated September 6, 2017  
• DON guidance "Expedited Hiring Authority for Select Acquisition Positions," dated December 2016 | • DAWIA positions in certain Career Category Codes  
• GS-5 through 15 levels (or equivalent)  
• Temp, Term, and Permanent | Yes; USAJobs | Yes; candidates with veterans’ preference should be considered for appointments when they are found to best meet mission requirements | PPP - Yes ICTAP/RPL - Yes | unlimited |
| 2  | EHA for Certain Health Care Occupations | December 31, 2020 | • 10 U.S.C. 1599c  
• P.L. 113-66, Section 1109  
• USD (P&R) memorandum and procedures, "Extension of Expedited Hiring Authority for Shortage Category and/or Critical Need Health Care Occupations," December 14, 2015  
• DON guidance "Expedited Hire Authority for Shortage Category and/or Critical Need Health Care Occupations," dated January 2016 | • Targeted healthcare occupational series  
• GS-15 level and below (or equivalent)  
• Temp, Term, and Permanent | Yes; USAJobs | Yes; When veterans’ preference eligibles and non-preference eligibles are being considered at the same time, the preference eligible must be selected if candidates are equally qualified | PPP - Yes ICTAP/RPL - Yes | unlimited |

## DoD Direct Hiring Authorities

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| 3  | DNA for Select Technical Acquisition Positions for Veteran Candidates | November 22, 2020 | • 10 U.S.C. 1701 Subchapter I  
• P.L. 114-92 Section 1112  
• USD (P&R) memorandum and procedures, "Direct-Hire Authorities for Select Technical Acquisition Positions," December 5, 2016  
• DON guidance "Direct Hire Authority for Select Technical Acquisition Positions," dated April 2017 | • DAWIA positions in certain Career Category Fields  
• GS-5 through 15 levels (or equivalent)  
• Temp, term, and permanent  
• Appointments may be made to Scientific, Technical, Engineering, Mathematical, and Technician positions found in 1xx, 4xx, 8xx, 13xx, and 15xx occupations  
• Candidates must be a veteran as defined by Section 101 of title 38, U.S.C.  
• Appointments are limited to 1% of the acquisition workforce as of the close of the prior FY | No | No | PPP - Waived ICTAP/RPL - No MSP and FMP procedures: Waived | 601 (per CY) |
# Department of the Navy

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| 4  | DNA for Select Technical Acquisition Positions for S&E Degreed Candidates | December 31, 2020 | • 10 U.S.C. 1701 Subchapter I  
• P.L. 114-92 Section 1113  
• USD (P&R) memorandum and procedures, "Direct-Hire Authorities for Select Technical Acquisition Positions," December 5, 2016  
• DON guidance "Direct Hire Authority for Select Technical Acquisition Positions," dated April 2017 | • DAWIA positions in certain Career Category Fields  
• GS-5 through 15 levels (or equivalent)  
• Temp, term, and permanent  
• Appointments may be made to S&E positions found in 1xx, 4xx, 8xx, 13xx, and 15xx occupations  
• Candidates must have a S&E degree  
• Appointments are limited to 5% of the S&E acquisition workforce as of the close of the prior FY | No | No | PPP - Waived  
ICTAP/RPL - No  
MSP and FMP procedures: Waived | 1704 (per CY) |
| 5  | DNA for Post-Secondary Students and Recent Graduates (PSS) and 1 for Recent Graduates (RG) | September 30, 2025 | • 10 U.S.C. 1580  
• P.L. 114-328, Section 1106; P.L. 115-232, Section 1102  
• USD (P&R) memorandum, "Direct-Hire Authority for the Department of Defense for Post-Secondary Students and Recent Graduates," February 6, 2017  
• DON guidance "Direct Hire Authority for Post-Secondary Students and Recent Graduates," dated August 2017 | • Administrative and professional positions  
• GS-11 and below (or equivalent)  
• Post-secondary students are hired via term appointment with noncompetitive conversion eligibility to permanent upon completion of degree requirements  
• Post-secondary students must sign participant agreement / adhere to program requirements  
• Recent graduates hired via permanent appointment  
• Appointments are limited to 25% of total competitive hires DoD-wide during the previous FY | Yes; Public Advertisement | No | PPP - Waived  
ICTAP/RPL - No | 799 (per FY) total for both PSS and RG |
| 6  | DNA for Financial Management Experts in the DoD Workforce | December 31, 2022 | • 10 U.S.C. 1580  
• P.L. 114-328, Section 1110  
• USD (P&R) memorandum, "Direct-Hire Authority for Financial Management Experts in the Department of Defense Workforce Implementation Procedures," June 1, 2017  
• DON memorandum "Policy for Temporary Direct Hire Authority for Financial Management Experts in the DoD," dated 10 August 2017 | • Candidates must possess a finance, accounting, management, or actuarial science degree, OR related degree OR Experience  
• Positions in 5xx occupations and non-5xx occupations which are financial management in nature  
• Appointments are limited to 10% of the FM workforce as of the close of the prior FY  
• GS-5 through 15 levels (or equivalent)  
• Temp, term, and permanent | No | No | PPP - Yes, Modified  
ICTAP/RPL - No | 805 (per CY) |
| 7  | DNA for Domestic Defense Industrial Base Facilities and the Major Range and Test Facilities Base in the DoD | September 30, 2021 | • 10 U.S.C. 1580; P.L. 114-328, SEC. 1125(a)(c)  
• USD (P&R) memorandum, "Temporary Direct-Hire Authority for Domestic Defense Industrial Base Facilities and the Major Range and Test Facilities Base in the Department of Defense implementation procedures," June 1, 2017  
• DON memorandum "Policy for Temporary Direct Hire Authority at Domestic Defense Industrial Base Facilities and the Major Range Test Facilities Bases in the DoD," dated 28 June 2017 | • Appoint qualified candidates at any Domestic Defense Industrial Base Facilities or Major Range and Test Facilities Base  
• GS or FWS, up to GS-15 (or equivalent)  
• Temp, term, and permanent  
• May not be used to fill positions overseas | No | No | PPP - Yes, Modified  
ICTAP/RPL - No | unlimited |
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<td>8</td>
<td>DHA for Cyber Workforce Positions</td>
<td>Until full implementation of Cyber Excepted Service Personnel System (section 1599 of title 10, U.S.C.)</td>
<td>• 10 U.S.C. 1599; P.L. 114-328, SEC. 1643, 1105(b) &lt;br&gt;• USD (P&amp;R) memorandum, “Direct Hiring Authority for Cyber Workforce Positions,” August 22, 2017 &lt;br&gt;• DON memorandum “DoD Direct Hire Authority for Cyber Workforce Positions in the DON,” dated 2 January 2018 (original 22 September 2017 memo rescinded and reissued) &lt;br&gt;• DCPAS Frequently Ask Questions (FAQs), dated December 2017</td>
<td>• Appointment of qualified individuals into Cyber Workforce &lt;br&gt;• Specific cyber occupational series &lt;br&gt;• Up to GS-15 level (or equivalent) &lt;br&gt;• Temp, term, and permanent &lt;br&gt;• Positions must meet the definition of cyber workforce and be anticipated to become part of the cyber excepted service. (Refer to FAQs for additional information)</td>
<td>Yes; USAJobs</td>
<td>No</td>
<td>PPP - Yes / ICTAP/RPL - Yes</td>
<td>unlimited</td>
</tr>
<tr>
<td>9</td>
<td>Pilot Program on Enhanced Personnel Management System for Cybersecurity and Legal Professionals in the DoD</td>
<td>December 31, 2029</td>
<td>• P.L. 115-91, Section 1110 &lt;br&gt;• 10 U.S.C. 1580</td>
<td>• Eligible appointments for civilian cybersecurity personnel and legal professionals &lt;br&gt;• Term &lt;br&gt;• Senior Executive Service appointments are ineligible under this authority</td>
<td>TBD</td>
<td>TBD</td>
<td>TBD</td>
<td>unlimited</td>
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<tr>
<td>10</td>
<td>DHA for DoD for Personnel to Assist in Business Transformation and Management Innovation</td>
<td>September 30, 2021</td>
<td>• P.L. 115-91, Section 1101 &lt;br&gt;• 5 U.S.C. 99</td>
<td>• Qualified candidate must have a management or business background; experience working with large or complex organizations; and expertise in management and organization change, data analytics or business process design &lt;br&gt;• Up to GS-15 Level or equivalent &lt;br&gt;• Requests for allocation(s) must be submitted by DoD Components to DCPAS for approval &lt;br&gt;• Term</td>
<td>No</td>
<td>No</td>
<td>No</td>
<td>10 (in all of DoD)</td>
</tr>
<tr>
<td>11</td>
<td>DHA for Childcare Services Providers for Department Child Development Centers</td>
<td>September 30, 2021</td>
<td>• P.L. 115-91, Section 559 &lt;br&gt;• 10 U.S.C. 1792 &lt;br&gt;• USD (P&amp;R) memorandum, “Temporary Direct-Hire Authority for Childcare Service Providers for Department Child Development Centers,” April 27, 2018</td>
<td>• The SecDef may recruit and appoint qualified childcare service providers to positions within CDCs without regard to subchapter I of chapter 33 of 4 U.S.C. if the SecDef determines there is a critical hiring need or shortage &lt;br&gt;• Current coverage for 1701 and 1702 occupational series at GS-02 through 11 levels (or equivalent) &lt;br&gt;• Temp, Term, and Permanent Appointments</td>
<td>No</td>
<td>No</td>
<td>PPP - Yes / ICTAP/RPL - Yes</td>
<td>Unlimited</td>
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| 12 | DHA for Certain Competitive Service Positions                                     | September 30, 2025| • P.L. 115-232, Section 1101  
• 10 U.S.C. 1792                                                                 | • Applies to any position involved in department maintenance activities, such as maintenance of weapon systems, hardware, equipment, software, installation infrastructure, or any combination thereof, including maintenance and repair;  
• Cybersecurity as defined in DoDD 8140.01, to include positions which involve securing, defending and preserving data, networks, netcentric capabilities, or other designated systems by ensuring appropriate security controls and measures are in place, and taking internal defense action;  
• Acquisition workforce that manages service contracts necessary to the operation and maintenance of programs of the Department  
• Science, Technology or Engineering positions, including positions at the MRTFB, in order to develop new systems or provide for the maintenance of legacy systems.  
• Up to GS-15 level or equivalent  
• Temp, Term, and Permanent Appointments                                                                 | No              | No                                      | PPP, Modified ICTAP/RPL - No                                                                                                                                       | unlimited     |
| 13 | Noncompetitive Temporary and Term Appointments To Meet Critical Hiring Needs in the Department of Defense | Indefinite        | • 10 U.S.C 1580;  
• P.L. 114-328, SEC. 1105(b)  
• OSD memorandum, “Noncompetitive Temporary and Term Appointments To Meet Critical Hiring Needs in the Department of Defense,” July 14, 2017  
• DON Memorandum “Policy for Noncompetitive Temporary and Term Appointments to Meet Critical Hiring Needs in the Department of Defense,” dated 23 October 2017 | • Appointments are limited to a maximum of 18 months (initial appointment is one (1) year, up to six month extension  
• Provides no provision for extension or conversion  
• May be used for any occupation, any pay plan, up to GS-15 (or equivalent)  
• Temp and term appointments                                                                 | No              | No                                      | PPP - Yes ICTAP/RPL - No                                                                                                                                       | unlimited     |
| 14 | OPM DHA for Medical Occupations                                                   | Indefinite        | • 5 USC § 3304  
• 5 CFR § 337, Subpart B  
• GW-001, issued 6/20/03                                                                 | • Positions covered:  
Diagnostic Radiologic Tech GS-0647  
Medical Officer GS-0602  
Nurse GS-0610 / 0620  
Pharmacist GS-0660  
Temp, term, and permanent                                                                 | Yes; USAJobs    | No                                      | PPP - Yes ICTAP/RPL - Yes                                                                                                                                       | unlimited     |
| 15 | OPM DHA for Information Technology Management (Information Security)              | Indefinite        | • 5 USC § 3304  
• 5 CFR § 337, Subpart B  
• GW-002, issued 6/20/03                                                                 | • Positions covered:  
GS-2210-09 & above  
(INFOSEC) parenthetical positions only  
Temporary, term and permanent                                                                                                                              | Yes; USAJobs    | No                                      | PPP - Yes ICTAP/RPL - Yes                                                                                                                                       | unlimited     |
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### Public Notice Consideration of Veterans

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| 16 | OPM DHA Iraq Reconstruction Efforts | Indefinite | • 5 USC § 3304  
• 5 CFR § 213.3106(b)(9)  
• 5 CFR § 337, Subpart B  
• GW-003, issued 7/1/03 | • Positions at all Wage Grade levels and GS-09 level and above  
• Positions require fluency in Arabic/Middle Eastern languages  
• Temporary, term and permanent | Yes; USAJobs | No | PPP - Yes ICTAP/RPL - Yes | unlimited |
| 17 | OPM DHA for Veterinary Medical Officers | Indefinite | • 5 USC § 3304  
• 5 CFR § 337.206  
• GW-006, issued 2/12/09 | • Positions covered: GS-0701-11 through 15  
• Temporary, term and permanent | Yes; USAJobs | No | PPP - Yes ICTAP/RPL - Yes | unlimited |
| 18 | OPM DHA for STEM Positions | Indefinite | • 5 CFR § 337, Subpart B  
• OPM Memorandum, issued 10/11/2018 | • Specific STEM positions covered at the GS 11 through 15  
• Temp, term, and permanent | Yes; USAJobs | No | PPP - Yes ICTAP/RPL - Yes | unlimited |
| 19 | OPM DHA for Cybersecurity | Indefinite | • 5 CFR § 337, Subpart B  
• OPM Memorandum, issued 10/11/2018 | • Positions covered:  
Computer Engineers (Cybersecurity) GS-0854  
Computer Scientists (Cybersecurity) GS-1550  
Electronics Engineers (Cybersecurity) GS-0855  
IT Cybersecurity Specialist* GS-2210  
• Positions at the GS-12 through 15 levels  
• Temp, term, and permanent | Yes; USAJobs | No | PPP - Yes ICTAP/RPL - Yes | unlimited |
| 20 | DHA for Students at Science and Technology Reinvention Labs | Indefinite | • NDAA FY15, § 1105  
• NDAA FY16, §1104  
• Federal Register Vol 82, No. 123, 6/28/17 | • Positions in Scientific and Engineering (S&E) occupations  
• Student must be enrolled in a Scientific or Engineering Program leading to a Bachelor’s or Advanced degree in a STEM course of study  
• Temporary or term  
• Appointments may not exceed 10% of the total S&E workforce | No | No | PPP - Yes ICTAP/RPL - No | (CY) each STRL determines allocations based on S&E workforce |
| 21 | DHA for Advanced Degree Candidates at Science and Technology Reinvention Labs | Indefinite | • NDAA FY09 §1108  
• NDAA FY11 §1101  
• NDAA FY12 §1103  
• NDAA FY16, §1104  
• 5 USC §§9920(c)(2)  
• 5 USC §§303, 3225 and 3328  
• Federal Register Vol. 79, No. 144, dated July 28, 2014 | • Professional positions in Scientific and Engineering occupations  
• Candidates must possess an Advanced degree  
• Limited to 5% of S&E workforce  
• Temporary, term and permanent | No | No | PPP - Yes ICTAP/RPL - No | (CY) each STRL determines allocations based on S&E workforce |
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<td>22</td>
<td>DHA for Bachelor Degree Candidates at Science and Technology Reinvention Labs</td>
<td>Indefinite</td>
<td>• NDAA FY14 §1107&lt;br&gt;• NDAA FY16, §1104&lt;br&gt;• Federal Register Vol. 79, No. 144, dated July 28, 2014</td>
<td>• Professional positions in Scientific and Engineering&lt;br&gt;• Candidates must possess a Bachelor's degree&lt;br&gt;• Limited to 6% of S&amp;E workforce&lt;br&gt;• Temporary, term and permanent</td>
<td>No</td>
<td>No</td>
<td>PPP - Yes ICTAP/RPL - No</td>
<td>(CY) each STRL determines allocations based on S&amp;E workforce</td>
</tr>
<tr>
<td>23</td>
<td>DHA for Veteran Candidates at Science and Technology Reinvention Labs</td>
<td>Indefinite</td>
<td>• NDAA FY14 §1107&lt;br&gt;• NDAA FY16, §1104&lt;br&gt;• Federal Register Vol. 79, No. 144, dated July 28, 2014</td>
<td>• Professional positions in STEM occupations&lt;br&gt;• Candidates must be a veteran as defined by Section 101 of title 38, U.S.C.&lt;br&gt;• Limited to 3% of STEM positions&lt;br&gt;• Temporary, term and permanent</td>
<td>No</td>
<td>No</td>
<td>PPP - Yes ICTAP/RPL - No</td>
<td>(CY) each STRL determines allocations based on S&amp;E workforce</td>
</tr>
<tr>
<td>24</td>
<td>DHA for Acquisition Demo - Business and Tech Mgmt</td>
<td>Indefinite</td>
<td>• Federal Register Vol. 82, No. 216, dated November 9, 2017&lt;br&gt;• DoD Civilian Acquisition Workforce Personnel Demonstration Project Operations Guide, dated March 5, 2018</td>
<td>• Acquisition workforce positions and/or direct support (51%) of acquisition positions in the NH Career Path&lt;br&gt;• Candidates must possess a Bachelor's degree or higher where required under regulation&lt;br&gt;• NH career path</td>
<td>No</td>
<td>PPP - Yes ICTAP/RPL - No</td>
<td>unlimited</td>
<td></td>
</tr>
<tr>
<td>25</td>
<td>DHA for Acquisition Demo - Vet Business and Tech Mgmt</td>
<td>Indefinite</td>
<td>• Federal Register Vol. 82, No. 216, dated November 9, 2017&lt;br&gt;• DoD Civilian Acquisition Workforce Personnel Demonstration Project Operations Guide, dated March 5, 2018</td>
<td>• Candidates must be a veteran as defined by Section 101 of title 38, U.S.C.&lt;br&gt;• Acquisition workforce positions and/or direct support (51%) of acquisition positions in the NH or NJ Career Path&lt;br&gt;• All Boradband levels of the NH or NJ career path</td>
<td>No</td>
<td>PPP - Yes ICTAP/RPL - No</td>
<td>unlimited</td>
<td></td>
</tr>
<tr>
<td>26</td>
<td>DHA for Acquisition Demo - Scholastic Achievement</td>
<td>Indefinite</td>
<td>• Federal Register Vol. 82, No. 216, dated November 9, 2017&lt;br&gt;• DoD Civilian Acquisition Workforce Personnel Demonstration Project Operations Guide, dated March 5, 2018</td>
<td>• Candidates may be appointed to acquisition positions which have positive education requirements&lt;br&gt;• Candidates must have a Bachelor's degree in a course of study required by the qualification standards for the position OR a degree that provides the knowledge, skills, and competencies that are directly related to the acquisition position requirements for a critical career field, plus any selective factors, quality ranking factors,and/or DAWA certification&lt;br&gt;• NH II and NH III career path&lt;br&gt;• Cumulative GPA of 3.25 or better (3.5 for NH III career oath)&lt;br&gt;• Permanent or term positions</td>
<td>No</td>
<td>Qualified candidates with veterans' preference should be considered for appointments when they are found to best meet mission requirements</td>
<td>PPP - Yes ICTAP/RPL - No</td>
<td>unlimited</td>
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**Acquisition Demo Direct Hiring Authorities**

Qualified candidates with veterans' preference should be considered for appointments when they are found to best meet mission requirements.

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<td>27</td>
<td>DHA for Acquisition Demo - Student Intern</td>
<td>Indefinite</td>
<td>• Federal Register Vol. 82, No. 216, dated November 9, 2017&lt;br&gt;• DoD Civilian Acquisition Workforce Personnel Demonstration Project Operations Guide, dated March 5, 2018</td>
<td>• Candidates enrolled in an undergraduate or graduate level institution of higher education leading to either a Bachelor’s degree in a course of study required by the qualification standards for the position OR a degree that provides the knowledge, skills, and competencies that are directly related to the acquisition position requirements in critical career fields.</td>
</tr>
</tbody>
</table>

### OVERSEAS DHA RECRUITMENT

When filling positions overseas, any DHA may used other than the DHA for Domestic DIbs and MRTFBs (#7 above) to recruit and fill positions. However, the procedures outlined in the DON implementing guidance “Hiring Local United States Citizen Employees Overseas,” dated March 2016, must first be followed which supports hiring of local military spouse and family members within the DoD in the overseas area. These procedures however, have been waived for the DHA for Select Technical Acquisition Positions (# 3 and 4 above).